

**DMA**  
DEFENSE MEDIA ACTIVITY

**VOICE**

JUNE 2017







2016 was a significant year for DMA in implementing the One Vision-One Voice Strategy. It's helped us support Department-level initiatives with business process improvements, audit readiness and improved contracted services. Using the "balanced scorecard" approach helped to build a strategy focused on leadership and empowerment, strategic partnerships, operational excellence and a culture of innovation.

Shaping an organization's character, or its culture, involves hard work,

time and patience. It involves an intentional and ongoing commitment to change; a decision to operate based on DMA values; and a willingness to risk initial disappointment and setbacks to forge meaningful, powerful relationships. This is no small endeavor. We have made this commitment to change and it will inform and infuse every subsequent decision we make. This starts with leaders focused on changing DMA's culture and character.

However, its ultimate success depends on all of us.

If we focus on character; trust you to take bold risks and pursue big challenges we become full partners in reshaping DMA. Together we'll create an environment where we'll take risks, learn from mistakes and challenge conventional thinking while we share information. Innovation will be our key to long-term growth.

Innovation remains critical to our success and we must trust you to help. It leads us to new ideas and initiatives. A high trust culture encourages risk-taking, which in turn fosters innovation leading

to higher performance.

This is the foundation of our One Vision-One Voice strategy and why it is so important we embrace this framework. It is why we are focused on changing the character and improving the culture enterprise-wide; to foster passion and innovation throughout the organization.

I am, as always, inspired by the work you do. Keep up the great work!

*Ray B. Shepherd*

On the cover: Members from DMA Headquarters participated in the Armed Forces & National Police Celebration 20 June at the National Cryptologic Museum on Fort George G. Meade, Md. They interacted with the children and adults while teaching them about DMA. The event had a record 1,500 people in attendance. (Department of Defense photos/Stacy Ouellette)



*"Congratulations to all the winners in the Defense Media Awards this year. Your hard work and dedication to your craft shows in every product you make and I am truly proud of each and every one of you!"*  
*Master Chief Mel Weatherspoon, Defense Media Activity senior enlisted advisor*

Photos featured from the Defense Media Awards Military Photographer of the year, Staff Sgt. James Richardson, Joint Base Elmendorf-Richardson Public Affairs, Alaska (U.S. Air Force photos/ Staff Sgt. James Richardson)



## Armed Forces Day and National Police Week

*By Stacy A. Ouellette, DMA JOC Planner*

The National Security Agency and the Central Security Service celebrated Armed Forces Day and National Police Week at the National Cryptologic Museum, May 20. Members of the Defense Media Activity team participated in the event to inform the public about DMA's mission.

“As a member of a diverse community with common bonds, the National Cryptologic Museum wishes to create a venue for all members of that community to come together and celebrate those who serve our Nation, streets and neighborhoods,” said Louis Leto, National Cryptologic Museum Public Affairs Officer. “We are very pleased DMA could join us this year.”

This was the first time DMA participated in the annual event. A production truck complete with camera crew were on hand to explain the process of recording live footage for use in locations across the world. Attendees could see themselves on television while they were being filmed and they were able to step into the truck to see how it works.

“The best part of the day was seeing the excitement and curiosity of the children. They were eager to be on camera and see themselves on television,” said Jo Bordeaux, DMA Marketing team. “Seeing their faces light up when they saw the truck and how many great questions they asked showed us that the future generation is very interested in multimedia.”



*Members from DMA Headquarters participated in the Armed Forces & National Police Celebration 20 June at the National Cryptologic Museum on Fort George G. Meade, Md. They interacted with the children and adults while teaching them about DMA. The event had a record 1,500 people in attendance. (Department of Defense photos/Stacy Ouellette)*





James Stilipec, Defense Information School broadcast, writing and announcing skills instructor displays his various characters. (courtesy photos)

## Life Imitating Art

By Tech. Sgt. Patrick Harrower, DMA Public Affairs

Almost everyone has done it. Most of us have gazed out the window of an airplane and imagined what it would be like to fly alongside it. We've all imagined what it would be like to have super strength, the power of invisibility or super speed at just the opportune time. It's not at all uncommon to pretend to be a superhero inside of our heads. But for James Stilipec, Defense Information School broadcast, writing and announcing skills instructor, becoming a super hero via cosplay in his free time is not only a hobby, but a great passion. Cosplay is the the practice of dressing up as a character from a movie, book, or video game.

"I always grew up as a big fan of science fiction," Stilipec said. "I would watch the shows and go to the conventions all over the local area. I knew a friend who had a booth at a convention and he asked me to help him out with customers while he drew artwork."

He saw the other fans dressing up with ornate costumes as their favorite characters and wanted to express himself as well. He looked into playing Scott Summers from X-Men but it just felt too basic.

"I was looking for ideas and I saw the character reimagined as a female," he said. "Then I realized that I didn't have to play a male character, so I started working on being

Samus from Metroid in her Zero suit. Now I only cosplay female characters."

Stilipec was able to find a group of fellow cosplayers that were able to not only help him locate and build his outfits but help photograph each other and go to conventions together.

His prior photography experience in the Navy helped greatly with his new group of friends.

"I was so used to being on the other side of the camera," he said. "It was easy to just go to a

default pose but I knew photographers want more options so I worked on my poses and helped them with theirs."

He really did get lucky by finding a great group of people to cosplay with, he said. Not only did they give him the support and help he needed with his costumes, but their positivity

allowed him to have a place where he could be a female and not be judged, he said.

Even with the outstanding support of his friends, there are still unique challenges he must deal

*"Cosplay what you love and love what you cosplay."*



See more here!



with. Sometimes items need to be special ordered in larger sizes or even custom made and it can be difficult to get accurate size conversions from online retailers in other countries. But he doesn't let any of that slow him down.

"I bought a sewing machine so I can custom tailor my outfits and add more personal touches to established characters," Stilipec said. "A costume can look finished, but they are never really finished."

There are still many characters Stilipec would like to become. He would

like to expand into more characters for a younger demographic so he can work with a local organization that does countless charity events for ill children, he said.

"I prefer to be able to relate to the character I am playing," he said. "People expect me to be that character when they see me in costume and know certain things about them, and if its relatable, that helps. Cosplay what you love and love what you cosplay."





## Resume Readiness Workshop



Defense Media Activity Workforce Development is hosting a Resume Readiness Workshop on Thursday, 15 June 2017 from 11:30 to 1:00pm in the DMA Conference Room W205. Panelist presenters will share best practices, tips and examples of what resume writers need to consider when applying for jobs. There will be presentations, a Q & A session, and a Resume review/feedback session. Participants should bring hard copy resumes for the review and bring a lunch to the workshop.

### Who Is This For?

DMA employees (Civilians and Military) and Mentoring Program participants are welcome to attend. This workshop will allow mentees to draw on the experiences of the group, providing more opportunities for fundamental growth and development). The presentation will be video-taped/recorded for those employees who aren't able to attend.

For questions and information about the Resume Readiness Workshop, contact Denise Nicholls at [denise.a.nicholls.civ@mail.mil](mailto:denise.a.nicholls.civ@mail.mil).



Defense Media Activity personnel pose at Graduate School USA during the first week of the DMA Leads Executive Leadership Program recently in Washington D.C. (Courtesy photo)



Mass Communication Specialist 1st Class Peter Lewis, Navy Counselor 1st Class Jennifer Vasquez, Mass Communication Specialist 2nd Class Jackie Hart, Mass Communication Specialist 1st Class Thomas Miller, Sgt. Luther Washington, and Mass Communication Specialist Glenn Slaughter stand with Capt. Scott Norr, Defense Media Operations Director after receiving their end-of-tour medals recently at Defense Media Headquarters. (Courtesy photo)

**Sgt. Audrey “Santeezy/ Hannah Santana/Santana/ Rosanna Danna/‘Hey You!’” Santana**

Currently Stationed: DMA Headquarters

Hometown: Owosso, MI

Job: Broadcast NCO for Soldier’s Broadcasting, Army Media

Time in service: 9.5 years

Hobbies: Having children, refinishing old furniture, trying new restaurants/ food with my husband, drinking wine (for scientific purposes, of course), and sitting in comically large chairs

Married: Twice, haha!.... Yes, I’m married

Kids: Too many! I have 6 children in my blended family.



“My favorite part of my job is traveling and meeting new people and being in front of, behind and beside the camera! My future goals are to not have any more children, to achieve my Bachelor’s in communications and to go on an actual honeymoon to a tropical location with my hubby.”



## DINFOS Updates Electronic Journalism Training

*Harry W. Lockley, DINFOS instructor*

The Broadcast Operations and Maintenance Department, or BOMD, at Defense Information School is changing the way it trains to match changes in the field. The Electronic Journalism Course has been restructured to increase focus on producing video for social media.

Harry Lockley, team lead for BOMD's Advanced Broadcast Subjects section says, "In the past, we've really focused on broadcast topics. That's been my background, but the world is changing. The military services don't really rely on broadcasting anymore. There are so many other ways to engage our audience, and we need to get our students to focus on those other avenues from the very beginning

of their training."

EJC students will no longer produce television newscasts nor will they produce products designed to go into anchored news casts. The students will still produce longer form news stories, but these will be tailored for social media platforms, with no need for news anchor leads to explain them. In addition, for every longer-form story produced, students will also produce short, 10- to 30-second pieces with no narration. Instead they will use text to summarize the story for social media streams which don't provide audio unless a user clicks on a link.

The changes are part of an overall effort to focus on social media in all training.

## DINFOS Welcomes New Command Sgt. Major



*Command Sgt. Major Montigo White assumed the position of Senior Enlisted Leader at Defense Information School in a Change of Responsibility ceremony 24 April at DINFOS. White was transferred the responsibility from CSM Sharon Opeka.*



*See the ceremony here!*



*Jan Curtis, left, Defense Information School assistant librarian, Mary O'Shea, DINFOS provost, standing in for Master Sgt. Crystal Methven, and Dorlinda Barker, instructor, hold certificates awarded by the Baltimore Federal Executive Board recognizing "Excellence in Federal Career" at Martin's West in Baltimore, Maryland, 5 May. The program honors federal employees for exceptional and meritorious work and high standards of performance. (Department of Defense courtesy photo)*



*Master Sgt. Crystal Methven was presented with the Gold Excellence in Federal Career award recently at Defense Information School. (Courtesy photo)*



*Ms. Elisebet Lalisan was awarded the Defense Media Activity/Defense Information School civilian of the quarter recently at DINFOS. (Courtesy photo)*



## First Man Out

Mike Roberts, AFN Broadcast Center

Armed Forces Vietnam Network (AFVN) Detachment 5 met its end in 1968 with its nine defenders bloodied from an all-night battle. Courtney Niles had fought fiercely to save it, but with the building in flames it was time to escape. “Everybody keep watch,” he told them, “and gather up all the grenades you can.”

Since May of 1967, the Det. 5 transmitter at Hue had been in the perfect spot to boom AFVN TV across 2,000 square miles of South Vietnam’s I Corps near the communist north. But the old colonial house where the men of Channel 11 lived was nobody’s idea of a good place for a fight. There were no perimeter walls

or defensive positions. It had no field radio, just a solitary phone line even the dullest enemy could be counted-on to cut. The nearest actual fortification was the Military Assistance Command, Vietnam (MACV) headquarters a mile away.

The Army had been issuing the M16 for the past three years, but the soldiers and Marines of Det. 5 were given older M1 carbines, some of which were nonfunctional. There were only two magazines apiece. They were authorized a pair of M79 grenade launchers but had none. Instead of two M60 machine guns they had one, and it was rendered inoperable by issues of maintenance and training. The broadcasters were isolated and under-gunned.

Enemy mortar fire began Wednesday, Jan. 31, and over the next four days the savage brawl that



Courtney Niles, third from right in white shirt, with AFVN personnel in Hue. This photo hangs in the U.S. Army Public Affairs Hall of Fame.

became the Battle of Hue rumbled to a citywide crescendo. Det. 5’s doors and windows were blasted away. Gunfire disabled the only vehicle in which they might escape. They were tear-gassed, but had no masks. Explosions collapsed the roof and taxed their nerve.

It was Niles who tried to set a practical tone amid the jarring din. “That was a satchel charge,” he matter-of-factly told one anxious man, “and you might as well get used to them. You’ll get over it.” But all knew their only hope was to make it, somehow, to the MACV compound.

The decisive assault on the Det. 5 Alamo began Sunday. Niles motioned everyone to their posts as relentless adversaries darted past holes in the building’s walls. The judgment of this older, decorated veteran carried

weight even though he wasn’t in command. Army Spc. John Bagwell traded frantic shots with an NVA soldier perfectly framed in a window and put him down. Another American pulled the trigger on an enemy storming across a pile of debris into the middle of the defenders, but the hammer just fell with a click. Niles dropped the attacker with six shots from his carbine.

Daybreak Monday capped sixteen hours of nonstop fighting. The food and water was gone, the ammo nearly so, and fresh NVA reinforcements were within spitting distance. When a volley of RPGs set the place on fire there was nothing to do but leave. They just had to pick the moment. And somebody had to go first.

That’s when Niles told the men of Det. 5 to gather their grenades.



The AFVN Det 5 billet, former residence of the U.S. Consul in Hue, where the fight took place. (Undated photo by Det 5 member Donat “Don” Gouin, from afnvets.net)

“I’m going to make a run,” he said. “Whoever wants to can follow me.” Then he was out the door, headed to the left where he dropped prone in a shallow ravine.

He certainly had to know he’d be an easier target in his white shirt, the only one not wearing an olive drab uniform. Courtney Niles had served ten years in the Army, but now at 36 he was out. His job as a civilian contract engineer with NBC was what had brought him to Hue and the fight of his life.

Spc. Bagwell lingered just a moment to see



The Det 5 “Alamo” after the fight. (Official U.S. Navy photo, 12 February 1968)



Marines of the 1st Battalion, 5th Marine Regiment, move through a devastated Hue in February, 1968. (Photo from National Archives)



whether the others were coming, then rushed out to join Niles in the ravine, firing his last 18 rounds as he ran.

He was horrified at what he found. “I think I’m going into shock,” Niles said. The engineer’s white shirt was splashed with red and there was blood gushing from a bullet hole in his leg. Bagwell took off his belt, cinched it above the wound, and worried. He’d only arrived at Det. 5 two days before the siege and didn’t know the area. All he had going for him besides prayer were Niles’ rifle and sense of direction.

Niles also brought tenacity. “We’ve got to move quickly,” he said, asking Bagwell to help him to his feet. The Soldier kept Niles upright as they darted and lurched toward safety. The civilian kept Bagwell on course. When they reached a street guarded by communist troops, he was insistent: MACV lay beyond. They had to cross.

“Ready?” asked Niles. Bagwell nodded, and the men hurried into the open where two bullets found their marks. Bagwell was hit in the foot but that sensation was no match for adrenaline and fear. He kept moving. Niles took a round to the head,



*Above Left: Sgt Thomas Young, USMC, died in a hail of gunfire attempting to reach the MAC-V compound. Above Right: SP5 Steven Stroub was executed in front of his friends. (Photos used by permission of Vietnam Veterans Memorial Fund)*

dropped and was still.

Combat is notoriously fickle. It was only by following Niles out the door and to the left that Bagwell escaped the encirclement and ultimately got to leave Vietnam a month later. Those who exited to the right were set on a path toward tragedy. Sgt. Thomas Young, United States Marines, died at age 21 in a torrent of small arms fire. His name is on Panel 37E, Row 16 of the Vietnam Veterans Memorial Wall. The others were cornered and captured. Two Marines and three Soldiers were marched up the Ho Chi Minh trail into five years of brutal confinement.

The fourth soldier, Army Spc. 5 Steven Stroub, was led into the street and executed in front of his friends. He was 20. He is also on Panel 37E, second from the right in Row 45.



*More AFN75 Here!*

### **The Defenders of Det 5**

**SFC John T. Anderson, USA (POW)**

**SP4 John F. Bagwell, USA**

**SSgt John A. Deering, USMC (POW)**

**1stLt James V. Di Bernardo, USMC (POW)**

**SP5 Harry L. Ettmueller, USA (POW)**

**SFC Donat J. Gouin, USA (POW)**

**Mr. Courtney Niles, Jr. (KIA)**

**SP5 Steven J. Stroub, USA (KIA)**

**Sgt Thomas F. Young, USMC (KIA)**



*Airman 1st Class Lauren Silverthorne and Staff Sgt. Zachary Boyer of American Forces Network Kaiserslautern stand with Kaiserslautern High School career practicum program students. Program leaders recognized AFN Kaiserslautern for its participation as a worksite for the 2016-2017 school year and numerous contributions to the program. (Courtesy photo)*



*Airman 1st Class Lauren Silverthorne and Staff Sgt. Zachary Boyer, broadcast producers at American Forces Network Kaiserslautern, receive an award on behalf of their affiliate for valuable contributions the unit made to Kaiserslautern High School's career practicum program and for participation as a worksite for the 2016-2017 school year. (Courtesy photo)*





Mass Communication Specialist 2nd Class Zac Shea (center) gives studio training to Sailors assigned to Armed Forces Network (AFN) Bahrain. (U.S. Navy photo by Chief Mass Communication Specialist Sabrina Parker / Released)



Mass Communication Specialist Seaman Michael Harari (Right), assigned to Armed Forces Network Bahrain, interviews members of the Air Force Central Command (AFCENT) Band during a studio visit. The AFCENT Band visited Naval Support Activity Bahrain as part of their community outreach mission. (U.S. Navy photo by Chief Mass Communication Specialist Sabrina Parker / Released)



Mass Communication Specialist Seaman Rebekah David, assigned to Armed Forces Network (AFN) Bahrain, discusses upcoming events for Naval Support Activity Bahrain during a phone interview with AFN Naples. These weekly interviews help keep service members and their families updated on events and activities around the region. (U.S. Navy photo by Chief Mass Communication Specialist Sabrina Parker / Released)



## Hails and Farewells

The purpose of the Hails and Farewells section is strictly informative. Inclusion or exclusion in this section is not an official notice of assignment. Always contact your local personnel office for questions or information regarding assignments.

## Outbound

### Military

Chief Petty Officer Kristina (Kat) L. Moore, DINFOS  
Petty Officer 2nd Class Jerome Johnson, DMO  
Petty Officer 2nd Class Matthew Francis Wright, DMO  
Senior Airman Michala Weller, DMO  
Sgt. Matthew Krohmer, DMO  
Staff Sgt. Justin Meyers, DMO

### Civilian

Jeffrey Alderman, SUPT SVCS - MSO  
Tiffany Miller, DMO  
Harold Rice, DMO - AFRTS

## Inbound

### Military

Petty Officer 2nd Class Serwaa M. Mitchell, DMO  
Sgt. Praxedis Pineda, DMO  
Staff Sgt. Kaleb Mayfield, DMO  
Petty Officer 3rd Class Eric Coffey, DMO  
Petty Officer 1st Class Gary Lee Johnson, DMO  
Airman 1st Class Cole Benjamin, DMO  
Staff Sgt. James Dixon, DMO  
Airman 1st Class Bria Hughes, DMO  
Staff Sgt. Kaitlyn Maricle, DMO  
Capt. Sharon Sisbarro, DINFOS

### Civilian

Robert Locke TECH SVS/TECH OPS/  
NETWORK OPS

The Federal Knowledge Management Community will be holding its 26th Annual Federal KMC Event at the Defense Media Activity Headquarters at 6700 Taylor Avenue, Fort Meade, MD, 20755 16 June 2017 from 8:30 a.m. to 4:00 p.m. in rooms W202 and W205. Prospective organizational attendees include DISA, NASA, Army Asymmetric Warfare Group, National Defense University, DOD Information Enterprise.

## What is a Reasonable Accommodation?

*Angela Smith, Equal Employment Opportunity Specialist*

Title I of the Americans with Disabilities Act of 1990 requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship. A reasonable accommodation is a change to the work environment or a change to the way a job is done that allows a qualified individual with a disability to execute the essential functions of the job and enjoy the benefits of employment. There are three aspects of Reasonable Accommodations (1) modifications/adjustments to an application process; (2) modifications/adjustments to the work environment or the way the job is done and (3) modifications/adjustments that enable an employee with a disability the enjoyment of the benefits of employment that are afforded to employees without a disability.

For additional information on reasonable accommodations  
<https://www.eeoc.gov/policy/docs/accommodation.html>

If you require a reasonable accommodation or have questions, contact Ms. Angela Smith at (301) 222-6642 or email [angela.r.smith5.civ@mail.mil](mailto:angela.r.smith5.civ@mail.mil).

## Do You Know What Is Really In Your Food?

*Donald Ulrich, Safety Manager*

We know how important it is to eat healthy. Unfortunately, so do the marketing agencies of the food industry. Terms like “all-natural” and “simple” are frequently used by food companies to attract shoppers. A primary example is a nut spread advertisement that boasts their spread is made of “simple, quality ingredients like skim milk, nuts and a hint of cocoa,” while adding that it is made with no artificial colors

or preservatives. The authenticity of this commercial is that the product is far from healthy - more than 55 percent of it is made from sugar and the second ingredient is palm oil, which is high in saturated fat.

So how can you tell if a food is actually healthy? The answer is to look at the ingredients and nutrition facts label. The order that ingredients are listed on the label

is important, too. Ingredients are listed from highest to lowest amount. Also remember that sugar comes in many forms and should also be considered when examining ingredients.

Another tactic food companies use is to promote that their products contain something “healthy.” Think about whole grains such as oats, whole wheat, barley and rye which lower the risk of

several diseases and help with weight maintenance. Just remember that just because a product is made with “whole grain” does not mean it is fully whole grain. Ingredients like whole wheat, rye or barley do not necessarily equate to any sort of enriched flour for the product can be considered whole grain.



*Bradley Kimberly, Stephanie Hatcher and Claudette Roulo taught a class on social media at American Forces Network Europe Headquarters. Students in attendance from AFN Stuttgart, Wiesbaden, Kaiserslautern, Benelux, Navy Forward Center-Europe and AFNE RMC learned about content strategy and curation and audience engagement. (Courtesy photo)*

## From the Office of The General Counsel

Do you have ethics questions or need advice about gifts, invitation from non-federal entities, outside positions, endorsements and potential conflicts of interests? The DMA General Counsel and Deputy General are here to provide you with the appropriate guidance.

Contact Dolores Francis, General Counsel (301) 222-6302 or Tom Tinti, Deputy General Counsel (951) 413-6742.

Questions about the Ethics Program contact Dawn Walker, Ethics Program Specialist (301) 222-6844.